



## **Presenter Biographies**

### **Lisa Anetrini, RN, BSN, MS, LNHA**

Lisa Anetrini has more than twenty years of clinical experience in long term care. Ms. Anetrini began as a Nursing Assistant, honed her clinical skills as a Director of Nursing, and exhibited valuable leadership qualities as a Licensed Nursing Home Administrator, Regional Clinical Director and currently as the Director of Clinical Services for Ciena Healthcare. In addition, she is the Nurse Planner for Health Cap Risk Management. She is an expert in improving clinical operations and bringing Centers into regulatory compliance. Ms. Anetrini directs the day-to-day clinical operations and monitors the quality of services rendered by Ciena Healthcare. She also is involved with the Health Care Association of Michigan Legal /Regulatory Committee; she is a member on the Survey/Regulatory and Quality committee with AHCA and a member of the Nurse Executive Council.

### **Donna Beebe, RN-C, BSN, CDONA**

For the past seven years, Donna Beebe has been involved with MPRO projects focusing on improving care transitions across various health care settings. This work has emphasized the value of collaboration between community organizations, healthcare providers, and stakeholders. She has been both a project leader and a front-line coordinator in this work. Most recently she has been involved in a sub-contract expansion of the care transitions work aimed to reduce readmissions for patients presenting with a chronic disease and a co-occurring behavioral health condition. She is a practicing registered nurse with over 40 years experience, much of which has been in the field of geriatrics.

Ms. Beebe has extensive experience with Quality Improvement concepts, Quality Assurance concepts and their utilization. For over 12 years, she has worked with healthcare providers on various quality improvement projects. She has held project manager roles overseeing MPRO staff quality improvement activities. The focus of projects she has managed include quality improvement in long-term care and improving patient transitions across the healthcare continuum.

### **Richard Bonneville, MS, RN**

Richard Bonneville has over 35 years' experience in nursing, with a majority of it in mental health. He graduated from Northern Michigan University with a Bachelor of Science in Nursing and also earned a Master of Science in Public Mental Health Nursing with a minor in Public Administration from Wayne State University. Mr. Bonneville was a Team Leader at Northern Michigan Hospital's Behavioral Health Services inpatient unit. He worked with a multidisciplinary treatment planning team to coordinate and monitor functions performed regarding patient care and promotion of a therapeutic milieu. Richard has been employed as a nurse consultant surveyor in long term care with the State of Michigan since 2000.

## **Shari Carson, RN, BSN, CDP, CDON, FACDONA**

Shari Carson is currently the Vice President of Clinical Services for Nexcare Health Systems. She has worked in long term care for 30 years in a variety of positions. Her experience has been with for-profit, not for profit, hospital based, religious based and county owned organizations. Her other experiences include Train the Trainer Certification, CNA training program Instructor; assisted in the development of new construction standards for long term care for the State of Michigan; Hospice Nursing; and Acute Care Medical Surgical Nursing. Shari is the President of the Michigan Chapter of NADONA and has been appointed by the Director of Community Health to the Michigan Nurse Education Council and the Task Force on Nursing Practice. She participates in the Legal Regulatory committee, Education committee and is a Nurse Planner for CEUs for the Health Care Association of Michigan (HCAM).

## **Renee Cunningham, MSN, RN**

Renee Cunningham attended Northwestern Michigan College to obtain her Associates Degree in Nursing and received her Bachelors and Masters in Nursing from the University of Phoenix. She also has a Nursing Home Administrator license. Renee is a board member for NADONA and is a Certified Director of Nursing. She has worked in long term care for almost 30 year where she has honed her passion for the elderly population and finds joy in creating the best home for them. Since the mid 1990's Renee has been part of the journey in implementing the Eden Alternative at Kalkaska Memorial Health Center (KMHC). She began working at KMHC as a LPN, and has served as Director of Nursing since 2007.

## **David Donahue, BSN, RN**

David Donahue graduated with honors from Wright State University with his Bachelor of Science in Nursing. He currently works as a Health Care Surveyor for the Department of Licensing and Regulatory Affairs, performing surveys statewide to determine compliance with state and federal healthcare regulations. He works to monitor the quality of patient care provided and applies his professional knowledge, experience, and knowledge of healthcare standards. Previously, Mr. Donahue held nursing and leadership positions in ambulatory care settings and critical care units of hospitals. He also served as an officer in the United States Air Force.

## **Sally Dull, BS, NCTRC**

Sally Dull is the Director of Life Enrichment at Thornapple Manor in Hastings, Michigan where she supervises a staff of five full-time and two part-time Life Enrichment (LE) Coordinators. She has a Bachelor of Science Degree in Therapeutic Recreation from Grand Valley State University, is a Certified Eden Associate and a member of the American Therapeutic Recreation Association. Ms. Dull has 25 years of experience working in long term care. She works with residents to restore motor, social, and cognitive functioning, build confidence, develop coping skills, and integrate skills learned in treatment settings into community settings. She has seen the evolution of activities from "Diversional" Activities, to what they are today: true "Life Enriching" activities.

## **Eugenia Dumlao-Reedy, MSN, RN**

Ms. Dumlao-Reedy is a Survey Monitor in the Long Term Care Division for Licensing and Regulatory Affairs. She has been a Nurse Consultant for the Training Unit for the Division of Operations and a Surveyor in the Mental Health Section for the Department of Community Health. Eugenia has worked in various capacities as manager, staff nurse, clinical instructor, play therapist, assisted and promoted the nurse practitioner program in the Philippines and has been a guest lecturer and speaker in conferences and CMS training projects. She received her education from the University of the Philippines, Boston University, Loyola University, and London University.

## **Cean Eppelheimer, BS, LNHA**

Ms. Eppelheimer is an Organizational Change Consultant for PHI Midwest and has accumulated an extensive resume of culture change experience over the past seventeen years. As Training Coordinator and Trainer for BEAM (Bringing the Eden Alternative to the Midwest), and Vice President of Culture Transformation for Trinity Senior Living Communities (TSLC), she worked closely with administrators, direct-care staff, residents, family members and the larger community to improve the quality of care and quality of life for those living in nursing homes. In her time with TSLC, she was instrumental in the creation of the Sanctuary model of care, a transformational household model that exemplified the Trinity mission. She is an Eden educator and Eden mentor and as part of the PHI training team, has been instrumental in creating the Coaching curriculum for the Eden Alternative Path to Mastery and support curricula for the Green House Legacy project. Ms. Eppelheimer served on a state-level workgroup that developed training on person centered planning and co-facilitated One Vision: Moving Forward, an initiative focused on removing barriers to person centered care in the state of Michigan.

## **Susan Frazier, BSN, MA**

Susan Frazier, BSN, MA, has over 25 years of nursing experience with a predominant concentration in the field of gerontology and Alzheimer's/dementia care. She currently serves as COO of the Robert Wood Johnson Foundation-funded Green House Project Replication Initiative at Capital Impact Partners. Ms. Frazier is also a board member of the Eden Alternative, a position which affords great opportunity to transform the field of long term care. Her passion for improving the quality of life for elders has been demonstrated in a variety of settings. Prior to working with the Green House® team, Ms. Frazier served on the leadership team of a non-profit continuing care retirement community, where she spearheaded the organization's transformation to culture change by assessing industry innovation and outcomes and developing strategic and educational protocols. Additionally, her experience includes leadership roles as Director of Nursing for a long term care facility and as a Geriatric Nurse Educator providing grant-funded programs to support deinstitutionalization of community seniors. She has also worked extensively with older adults in a home care setting.

## **Stacey O. Goodman, RN**

Stacey Goodman has 15 years of experience in healthcare. She has worked in a variety of settings, including perioperative and ambulatory care. Ms. Goodman also has experience in psychiatric nursing. She is currently a surveyor for the State of Michigan's Department of Licensing and Regulatory Affairs. Stacey is highly trained in federal regulations and works to regulate quality in Michigan's nursing homes.

### **Deborah Heath RN, BSN**

Deborah has worked in a long term care environment for 40 years, starting as a nursing assistant before there was a certification program. She attended Washtenaw Community College and obtained her LPN and RN degrees. Upon completion of her nursing degrees, she worked as a charge nurse, infection control nurse, and wound care nurse prior to becoming a Director of Nursing. She worked at Lenawee Medical Care Facility from 2000 to 2011 as the Clinical Mentor during the transition from traditional long term care to the Household model. Deborah is currently the Director of Nursing at Jackson County Medical Care Facility, assisting the staff in creating a culture of Person First. Previously, she was a consultant with Action Pac, assisting facilities across the nation to create Neighborhood and Household models and teaching Person First. Deborah served on the Board of Nursing for five years and is a Certified Eden Associate.

### **Joanne Jepsen, RN, MSN, ANP-BC**

Joanne Jepsen is an Adult Nurse Practitioner with 25 years of nursing experience with a background in Critical Care. Her NP training is in Adult and Palliative medicine. She currently works with a team of 13 Geriatric and Palliative Care certified physicians rounding in 7 nursing homes. She is a certified Respecting Choices® instructor, teaching populations about advance care planning and advance directive preparation. She is also the team leader in Grand Rapids for the Geriatric Education Center of Michigan, a federally funded program promoting educating on various topics concerning the elderly.

### **Brenda Kretzschmer, RN, BSN**

Ms. Kretzschmer is a graduate of St. Clair County Community College where she obtained her LPN and RN degree. She is a dedicated professional, benefiting from her experience working as part of an interdisciplinary team. Ms. Kretzschmer is a leader in her field, achieving Providigm QAPI Accreditation for the past 3 years. She is resourceful and responsive to the rapidly changing environment while maintaining an emphasis on culture change. She successfully reduced re-hospitalization and the use of antipsychotic medication while maintaining high quality resident care and achieving 5 Star Quality Measures. She's an active leader in Corporate Compliance, Ethics Committee, and PEPPER Review Committee and is the CNO for the Tuscola Medical Care Facility.

### **Meredith Lindsay, LMSW, ACSW**

Meredith Lindsay has extensive experience in leadership, training, and regulation enforcement. In her current position as a surveyor for the State of Michigan's Department of Licensing and Regulatory Affairs she conducts surveys of health care facilities to evaluate the provision of quality of care, quality of life, health care standards and general management organization, and advises representatives of facilities of findings orally and in written reports that are prepared to substantiate findings Ms. Lindsay serves as preceptor in the training of new surveyors and brings a wealth of knowledge in her 30+ years of practice.

## **Therese Maupin-Moore, BS**

Therese Maupin-Moore works as an Eden Coordinator at Thornapple Manor in Hastings, Michigan. She assists in planning, organizing, implementing, and evaluating programs throughout the facility. She develops and implements policies and procedures for the identification of medically related social and emotional needs of the residents and families as it relates to the Eden Alternative Program. In addition, she provides consultation to members of staff and community agencies to orient them to the program. Prior to her role at Thornapple Manor, she worked for Barry County's Commission on Aging and Substance Abuse Services.

## **Wendi Middleton, BS**

Wendi Middleton is the Director of the Program and Partnership Development Division within the Michigan Office of Services to the Aging (OSA). Here she is leading OSA's effort to integrate person centered planning into Michigan's aging network. She has been instrumental in the development of Michigan's emerging Aging and Disability Resource Collaborations (ADRC'S) and ADRC standards development, leading the team that designed and provided Options Counselor training and certification. Ms. Middleton is a certified Eden Associate and an educator and mentor with the Eden Alternative. She has been employed by the State of Michigan for almost 39 years, most of which have been at OSA, and has held a variety of positions in grants management, public relations, and program development.

## **Susan Misiorski, BSN, RN**

Susan specializes in strategy, education, and consultation to advance culture change in aging. Susan serves as the National Director of Coaching and Consulting for PHI (Paraprofessional Healthcare Institute), a not for profit organization supporting the culture change movement through its "quality care through quality jobs" mission. Susan began her career as a nursing assistant, and has held positions as Director of Staff Development, Director of Nursing and Vice President of Nursing in multi-site skilled nursing homes in New England. Her current client base spans a wide range of settings across the long term care continuum that seek to create relationship-centered living and working environments. In addition, Susan is a national speaker on topics related to culture change, a collaborator with CMS on initiatives to improve quality of life, and an author of articles, curricula and handbooks to advance culture change in aging.

## **John Mulder, MD, FAAHPM, HMDC**

Improving the quality of life for his patients has always been a matter of service to Dr. Mulder and his career reflects that. As a nationally recognized authority on end-of-life issues and pain management, Dr. Mulder is a sought after speaker on the topics. He was certified as a hospice and palliative medicine specialist by the American Board of Hospice and Palliative Medicine in 2000. In addition, he has served on the board of directors for International Aid since 1990 and has taught at the Vanderbilt University School of Medicine.

## **Carmen Perez-Villanueva, MS, BSN, QIDP**

Carmen Perez-Villanueva works as a nurse consultant surveyor for the Michigan Department of Licensing and Regulatory Affairs. In her current role, she assesses and evaluates providers of nursing

home services functioning as a team coordinator to conduct surveys with a multidisciplinary team throughout southeastern Michigan. Prior to this, she worked in quality management, discharge planning, and as an admissions coordinator in Detroit area hospitals. In her roles she understands the importance of coordination of care and promoting quality and excellence in healthcare services.

### **Trista Piccirilli, RN, LNHA, CDP**

Trista is currently enrolled in the BSN program at Chamberlain College of Nursing. She is certified through the National Council of Certified Dementia Practitioners as a Certified Dementia Practitioner and is a licensed nursing home administrator. Trista is actively involved with the process of alarm reduction throughout the CIENA organization. She provides the necessary educational presentations to different CIENA facilities and is a resource for facilities and regional nursing staff on this topic. Trista has been an RN for over 10 years, and was previously an LPN for 15 years, serving the majority of her 25 nursing years in long term care. She served as a DON for approximately 5 years in Long Term Care and as a nurse manager for 15 years. For the last 5 ½ years Trista has worked for CIENA HealthCare as a Regional Clinical Coordinator and as the Assistant Director of Clinical Services.

### **Sandra L. Place, LNHA, TLLPO**

Sandra Place has worked in healthcare for over 20 years. She began her career as a clinic administrator managing all financial and operational components of a multi-physician urgent care center. She has extensive experience as an Administrator in long-term care facilities where she has introduced culture change through the Eden Alternative model. She is the current administrator at Jackson County Medical Care Facility implementing a long term care culture change model of care delivery. Ms. Place is a licensed psychotherapist (TLLP) and is a certified Eden Associate, Educator, and Mentor.

### **Margot Roedel, RN, LNHA**

As a non-traditional student, Margot received an Associate Degree in Nursing from Delta College in 1971. She immediately went to work to take care of her family but continued her academic work at Saginaw Valley State University. Margot's nursing license allowed her to gain great experience in many clinical arenas. She has worked in settings that included newborn nursery, emergency department, neuro ICU, progressive care, and unit leadership. During her time at Healthsource Saginaw, she was the Executive Director of the Acute Rehabilitation Services and was able to implement a detailed quality management program. Margot incorporated that information into her management style. She is currently the CEO at Tuscola County Medical Care Facility where her knowledge of Quality Management allows her to educate staff regarding quality of care provided to our residents.

### **Lisa Rosen, JD**

Lisa is an attorney and works as a health care surveyor for the State of Michigan's Department of Licensing and Regulatory Affairs, evaluating long-term care facilities for compliance with state and federal regulations that pertain to health care providers and facilities. She evaluates quality of care provided to residents in long term care facilities and investigates complaints relative to quality of care. Prior to her role with the State, Lisa worked for the Area Agency on Aging 1-B as a Senior Medicare

Patrol Outreach Coordinator for the Michigan Medicare/Medicaid Program. In this role she worked to identify and coordinate outreach opportunities to increase awareness of Medicare fraud and abuse to seniors residing in AAA 1-B's service area. In addition, she developed educational programs on Medicare Parts A & B, part D enrollment, long term care insurance, and Medicare Advantage Plans.

### **Brenda Schero, RN, BSN**

Brenda Schero works for the State of Michigan's Department of Licensing and Regulatory Affairs as a surveyor to regulate skilled nursing facilities for the Lansing West team. In this role, she determines deficient practices and substantiates allegations, and then develops a report to communicate facility compliance with State and Federal regulations. Ms. Schero also has extensive experience in a variety of roles in nursing, including Director of Nursing for a skilled nursing facility, and experiences in home health, county jail, and critical care environments.

### **Paul Schmeichel, BS, RS**

Paul Schmeichel, a registered sanitarian, has worked as a health care surveyor for the State of Michigan's Department of Licensing and Regulatory Affairs for the past sixteen years. He worked as an Environmental Health Director for the Inter-Tribal Council of Michigan, Inc., where he performed all the environmental health functions for four Indian Tribes including food service inspections (casinos, schools, and health clinics), OSHA audits and life safety audits of tribal buildings, management strategies for the growth of tribal organizations and administrative duties for the field health office. Paul developed and provided training for health care facility staff, day care staff, school faculty, and food service staff. He also was responsible for grant writing and program management. Paul also worked for the Oakland County Health Department as an Environmental Health Sanitarian, specializing in on-site water and sewage disposal programs.

### **Susan Shook, BSN, LNHA**

Susan is a Registered Nurse Surveyor for the State of Michigan. She evaluates the quality of care and life of residents in licensed care settings for determination of compliance with state licensure rules, the public health code, and federal health care regulations. She ensures the health and safety of Michigan nursing home residents and investigates allegations of inadequate care/quality of life issues, abuse, and neglect. Prior to her position with the State, she worked as a staff nurse in a variety of settings including pediatrics, home health, and NICU. She has also held several leadership positions with organizations such as St. Jude and the National Institute for Burn Medicine (NIBM).

### **Cynthia DL Thelen, RN, BSN, MSN**

Cynthia is a Survey Monitor in the Long Term Care Division for Michigan's Department of Licensing of Regulatory Affairs. She has been a practicing nurse across multiple spectrums of nursing care ranging from an acute care staff nurse to a Director of Nursing in long term care/skilled nursing facility. She has been a nursing educator for 12 years, currently on faculty at Spring Arbor University, where she additionally serves as a Gerontology Specialty Area Advisor. Ms. Thelen earned her BSN from the University of Michigan in Ann Arbor, Teaching Certificate in Health Care Systems from Eastern Michigan University, and Master of Science in Nursing from the University of Mary. She is focused on building collaboration between long term care services and the regulatory environment and mentoring the next generation of nurse leaders.

### **Carol Timmer, RN, BSN, LNHA**

Carol Timmer is a Registered Nurse and Licensed Nursing Home Administrator. She graduated from Muskegon Community College, Charles H. Hackley School of Allied Health Education with an Associate of Arts Degree in Nursing in 1983 and later received a Bachelor of Science in Nursing Degree from Grand Valley State University, graduating Cum Laude. She has held a variety of long term care nursing positions including infection control nurse, in-service director, MDS coordinator, ADON, and DON. She is the current Administrator at Grandvue Medical Care Facility in East Jordan. Carol recently received certification as a Nursing Home Administrator through the American College of Health Care Administrators and has been a Certified Eden Associate since 2009. She is a member of Sigma Theta Tau Honor Society of Nursing. She has devoted her career to Resident Directed Care and culture change in long term care. She has implemented two Resident Directed programs in her facility over the past four years: restaurant style on-demand dining and Namaste Care for residents with advanced dementia. She was a member of the One Vision initiative representing NADONA.

### **Cindy Traviss, MSW, LBSW**

Cindy Traviss has over 30 years' experience as a social worker in the substance abuse arena. She is a surveyor for Michigan's Department of Licensing and Regulatory Affairs. Prior to her current position, she worked for the State of Michigan in the Office of Drug Control Policy to develop and evaluate the Quality Improvement Plan for the Division of Substance Abuse Treatment.



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